

Overview of Teacher Evaluation Program

Strand 1 Probationary Teachers	Strand 2 Continuing Contract teachers with 2, 3 or 4 full years of experience	Strand 3 Continuing Contract teachers with 5 or more full years of experience	Strand 4 Continuing Contract teachers on intensive improvement monitoring
<p>This 2-year cycle includes annual goal setting and pre/post conference with observation 3 times annually. 1st observation completed by end of Oct. 2nd and 3rd observations prior to end of March. Final summative with teacher at the end of this cycle by April 1st</p>	<p>This 3-year cycle includes goal setting and pre/post conference with observation 2 times in 3 years.</p> <p>Final summative with teacher at the end of this cycle by May 1st</p>	<p>This 3-year cycle is designed for the professional teacher who may want to incorporate professional development as part of his/her evaluation process. Teachers in this category may select from three plans:</p> <ul style="list-style-type: none"> • Standard plan (2 observations/over 3 years) • Portfolio development based on INTASC standards • Independent Learning Project aligned with district goals, INTASC standards <p>Each teacher will set goals with the principal and outline the specific activities needed to complete the plan. The principal will observe each teacher selecting the portfolio or the Independent Learning Project (ILP) once during the 3-year cycle. Portfolio or ILP Commitment due to evaluator by end of December in the 1st year of the evaluation cycle.</p>	<p>This status includes specific goals being set by teacher and principal/evaluator for a specific timeframe. Evaluator will use pre and post conference to support observations.</p>

All staff probationary and continuing contract teacher must come to post observation prepared to discuss the elements of post conference form. Putting it in writing is optional for continuing contract teachers. Revised 10-06